CD-430	
(10/05)	

U.S. Department of Commerce

Employee's Name: SSN: Position Title: Supervisory Survey Statistician Pay Plan, Series, Grade/Step: GS-1530-15 Organization: 1. DEPARTMENT OF COMMERCE 2. U.S. CENSUS BUREAU PERFORMANCE PLAN CERTIFICATION	Coverage	Bureau Appraisal Cycle	Appraisal Yea
Wage Marine November 1 - October 31 To: 09/30/07		October 1 – September 30	From: 06/01/07
2. U.S. CENSUS BUREAU 4. ADC for Geographic & Stat Program PERFORMANCE PLAN CERTIFICATION	☐ Pederal Wage System ☐ Wage Marine	June 1 – May 31 November 1 – October 31	
Pay Plan, Series, Grade/Step: GS-1530-15 Priganization: 1. DEPARTMENT OF COMMERCE 3. DMD 2. U.S. CENSUS BUREAU 4. ADC for Geographic & Stat Program PERFORMANCE PLAN CERTIFICATION	mployee's Name:	S	5N:
2. U.S. CENSUS BUREAU 4. ADC for Geographic & Stat Program PERFORMANCE PLAN CERTIFICATION	Position Title: Supervisory Surv	vey Statistician Pay Plan, S	
PERFORMANCE PLAN CERTIFICATION			
	This plan is an accurate	PERFORMANCE PLAN CERTIFIC statement of the work that will be the basis for the	ATION employee's performance appraisal.
	This plan is an accurate	PERFORMANCE PLAN CERTIFIC statement of the work that will be the basis for the	ATION employee's performance appraisal.
	This plan is an accurate	PERFORMANCE PLAN CERTIFIC statement of the work that will be the basis for the	ATION employee's performance appraisal.
	This plan is an accurate	PERFORMANCE PLAN CERTIFIC statement of the work that will be the basis for the	ATION employee's performance appraisal.

Privacy Act Statement - Disclosure of your social security number is voluntary. The number is linked with your name in the official personnel records to ensure unique identification of your records. The social security number will be used solely to ensure accurate entry of your performance rating into the automated record system.

Employee Name:	AN AND APPRAISAL RECOR				
	Date 06/01/07	Element No.	1		_
Cascaded Organizational Goals			_=_	of	_=
Each element must be cascaded from the DOC Strategic Goals. All Gostrategic Goal, then list the Bureau Goal, and the SES Manager Goal to DOC Strategic Goals:			DOC		_
Strategic Goal 1: Provide the information and tools to maximize U industries, workers and consumers Strategic Goal 2: Foster science and technology leadership by protogen and the science and th	J.S. competitiveness and enable economic growth	for American			
Strategic Goal 2: Foster science and technology leadership by prot measurement science	tecting intellectual-property, enhancing technical	standards and advan	cina		
Strategic Goal 3: Observe, protect and manage the Earth's resource	es to promote environmental stewardship		<u>6</u>		
Management Integration Goal: Achieve Organizational and Manag	gement Excellence				
Bureau Goal: Develop, prototype, test, and integrate new and American Community Survey, the enhanced MASTICATE	d streamlined methods for the 2010 Census,	taking advantage	of the		
SES/Organizational Goal: Plan an coordinate the developmen	nt, management, integration, and implement	ation of the 2010 C	ensus.		
Critical Element and Objective					
Customer Service					_
To respond to internal and external customers, stakeholders, and the pub	blic.				_
Weighting Factor (The weight for each element should reflect the signerau's organization goals. Weights should not be assigned based on the element.) Possults of Maria and the element of the element of the element of the element.	mificance within the framework of the Departmen	nt's or	Flen	nent W	
Results of Major Activities: Identify results that need to be	er the weight for this element in the adjacent b	ng on ox.→	Licii	25	eı
Results of Major Activities: Identify results that need to be acco A minimum of 3 and a maximum of 6 measurable results must be listed.	in Support of the performance element.		_		
esponses to customer inquiries for information or services comply	y with Bureau standards.				_
istomer inquiries are acknowledged, and customers are apprised	d of the status of the inquiry and when to exp	ect resolution.			
istomer needs are identified, and issues are clarified in communi-	ications with the customer.				
stomer expectations are managed to ensure that customers und	lerstand the type and level of service available	le and expected tir	ne fram	nes	
istomer service is provided in collaboration, consultation, and par	rtnership with customers, other agencies, and	d stakeholders.	no nan	.03.	
riteria for Evaluation: Symplemental Standard					
Priteria for Evaluation: Supplemental Standards are required for uality, quantity, timeliness, and/or cost-effectiveness. Attached Generic	each element and must be defined at Level 3 perispersormance standards also apply.	formance in terms of	f		
he opinion of the supervisor as a result of direct observation and	or discussion with customers and/or peers:				_
coutinely responds to each customer request with factually accura- cies, as well as other relevant program or technical documents.	ate information that is consistent with Bureau				
given an expected day of delivery for information 2	iness days. If information is not readily availa sponses to customers are generally provided	WILLIED D-7 COVE IN	つかつ けっきょ	\ ^£	
TIPE OF WILLIE DURE TIME TRAMES SPACIFIED BY ALL -	ogram requirements.	E- 41 0			
eipt, or within other time frames specified by the supervisor or pro- nswers written requests for information within 5-7 days from date uirements. It is a courteous and directly on approved absence, an automated notification e-mail will norm period of absence and identifies an alternate contact. Voice mail	of receipt, or within other time frames specif	fied by the supervi			

	APPRAISAL RECOR	DD.		
Employee Name:	Date			
Cascaded Organizational Goals	06/01/07	Element No.	2 o	
Each element must be				
Strategic Goal, then list the Bureau Goal, and the SES Manager Goal to complete the DOC Strategic Goals:	entified for each element. First, s	elect the appropriate	DOC	
Strategic Goal 1: Provide the inc	cascade.	are appropriate	DUC	
industries, workers and consumers and tools to maximize U.S. competitive	ness and enable economic grount	h for A		
Strategic Goal 1: Provide the information and tools to maximize U.S. competitive industries, workers and consumers Strategic Goal 2: Foster science and technology leadership by protecting intellect measurement science	nal	ii ioi American		
i i i i i i i i i i i i i i i i i i i	al-property, enhancing technical	standards and advar	cing	
Strategic Goal 3: Observe, protect and manage the Earth's resources to promote en	vironmental stewardship			
Management Integration Goal: Achieve Organizational and Management Excellen				
Bureau Goal: Develop protection at a second	ce			
Bureau Goal: Develop, prototype, test, and integrate new and streamlined the American Community Survey, the enhanced MAF/TIGER, and the re	methods for the 2010 Census	taking odve-t-	_	
the American Community Survey, the enhanced MAF/TIGER, and the re	sults of Census 2000.	taking advantage	Of	
SES/Organizational Goal: Plan an coordinate the development, manageme	nt, integration, and implement	ation of the 2010 c		
	, and a second of the second o	ation of the 2010 C	ensus.	
Critical Element and Objective				
eadership				
To manage assigned programs and resources				
Weighting Factor (The weight for each element should reflect the significance within ureau's organization goals. Weights should not be assigned based on the percentage of Enter the weight for a minimum of 3 and a maximum of 6 measurable, that need to be accomplished in sum				
hat element.) Weights should not be assigned based on the percentage of	the framework of the Departmentime an employee spend	it's or	Flores V	17.
Results of Major Activities: Identify results that need to be accomplished in support a maximum of 3 and a maximum of 6 measurable results must be listed. Resources are managed to accomplish the Description.	r this element in the adjacent b	ng on ox.→	Element V	vei
	JULI UI LIE DETTOTMANCE element		<u> </u>	
Resources are managed to accomplish the Department's Strategic Cools and I	MAD		_	
Chibioaces are coached to see. "	JMI) Objectives DMD:		d to staff	_
otivated to achieve high performance their potential, using training programs and c	ther methods, to incoming	s are communicate		
Employee performance and to produce high quality products and	matoriale	ii productivity. Emp	lovees are	
Employee performance and recognition is managed through continuous feedba	materials.	ii productivity. Emp	loyees are	
Employee performance and recognition is managed through continuous feedba	materials.	ii productivity. Emp	loyees are	j rial
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high dother supplies of dots to PARS.	materials. ck on performance, performance and to produce	nce appraisals and high quality produc	loyees are awards, and ts and mate	rial
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high dother suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or specifive evacuation routes.	materials. ck on performance, performance and to produce ipplicable statutes, including the safety and beauty including the safety and the safety a	nce appraisals and high quality produc he requirements of	eloyees are awards, and ts and mate governmen	riai tai
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high dother suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or specified appropriation of the confidentiality data.	materials. ck on performance, performance and to produce performance and to produce poplicable statutes, including the safety and health issues, and	nce appraisals and high quality product he requirements of demployees are fa	awards, and ts and mate governmen	ria tai
Resources are managed to accomplish the Department's Strategic Goals and I Employees are coached to realize their potential, using training programs and cotivated to achieve high performance and to produce high quality products and Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high dother suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or espective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program as term principles. Support is demonstrated for EEO policy and programs in employees in the programs of the programs in employees.	materials. ck on performance, performance and to produce ipplicable statutes, including the safety and health issues, and human seems to safety.	nce appraisals and high quality product he requirements of demployees are fal	awards, and ts and mate governmen miliar with th	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high distinct complies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes.	materials. ck on performance, performance and to produce ipplicable statutes, including the safety and health issues, and human seems to safety.	nce appraisals and high quality produc he requirements of demployees are fal	awards, and ts and mate governmen miliar with th	па tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high distinct complies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes.	materials. ck on performance, performance and to produce ipplicable statutes, including the safety and health issues, and human seems to safety.	nce appraisals and high quality produc he requirements of demployees are fal	awards, and ts and mate governmen miliar with th	па tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high diffice complies with legal and reporting obligations, the Privacy Act, and other advices of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment program. Employee grievances and allegations of discrimitations for Evaluations.	materials. ck on performance, performance and to produce a safety and health issues, and human resources decision yment activities, including the nation receive a prompt response.	nce appraisals and high quality product the requirements of demployees are failed and in compliance ough the implements with the goal of the implements of the goal of the implements.	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high diffice complies with legal and reporting obligations, the Privacy Act, and other advices of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment program. Employee grievances and allegations of discrimitations for Evaluations.	materials. ck on performance, performance and to produce a safety and health issues, and human resources decision yment activities, including the nation receive a prompt response.	nce appraisals and high quality product the requirements of demployees are failed and in compliance ough the implements with the goal of the implements of the goal of the implements.	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discrimitative organizational level. **Titeria for Evaluation:** Supplemental Standards are required for each element anality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance sta	materials. ck on performance, performance and to produce applicable statutes, including the safety and health issues, and human resources decision yment activities, including the nation receive a prompt respondence to the safety and human resources decision yment activities, including the nation receive a prompt respondence and the safety and the s	nce appraisals and high quality product the requirements of demployees are failed and in compliance ough the implements with the goal of the implements of the goal of the implements.	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high discomplies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discriminative organizational level. Priteria for Evaluation: Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards is applied effectively to complete a second content of the program of the	materials. ck on performance, performance and to produce applicable statutes, including the safety and health issues, and human resources decision yment activities, including the nation receive a prompt respondence of the safety and human resources decision yment activities, including the nation receive a prompt respondence of the safety and the sa	nce appraisals and high quality product the requirements of demployees are failed and in compliance ough the implements with the goal of the implements of the goal of the implements.	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high discomplies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment program. Employee grievances and allegations of discriminative employment program. Employee grievances and allegations of discriminative organizational level. **Titeria for Evaluation:** Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness.	materials. ck on performance, performance and to produce applicable statutes, including the safety and health issues, and human resources decision yment activities, including the nation receive a prompt respondence of the safety and human resources decision yment activities, including the nation receive a prompt respondence of the safety and the sa	nce appraisals and high quality product the requirements of demployees are failed and in compliance ough the implements with the goal of the implements of the goal of the implements.	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high discomplies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program as term principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discrimical lowest organizational level. **Titeria for Evaluation:** Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance states affice performance is consistent with DMD standards and performance plans/evaluations.	materials. ck on performance, performance and to produce performance and to produce applicable statutes, including the safety and health issues, and and human resources decision yment activities, including the nation receive a prompt respondence to the defined at Level 3 performance also apply. of the Office.	nce appraisals and high quality production high quality production he requirements of demployees are fals and in compliance ough the implementance with the goal commance in terms of	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high discomplies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program as tem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discrimical lowest organizational level. **Titeria for Evaluation:** Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are performance is consistent with DMD standards and performance plans/evaluations are in place by November 30.	materials. ck on performance, performance and to produce performance and to produce applicable statutes, including the safety and health issues, and and human resources decision yment activities, including the nation receive a prompt respondence to the defined at Level 3 performance also apply. of the Office.	nce appraisals and high quality production high quality production he requirements of demployees are fals and in compliance ough the implementance with the goal commance in terms of	awards, and ts and mate governmen miliar with the with meritation of the fresolution	rial tal eir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high office complies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discriming lowest organizational level. Priteria for Evaluation: Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are performance is consistent with DMD standards and performance plans/evaluations are in place by November 30. The first progress reviews are conducted by February 28. The second progress reformance appraisals and ratings are completed by October 31.	materials. ck on performance, performance and to produce a safety and health issues, and and human resources decision yment activities, including the performance are prompt responsible. I must be defined at Level 3 performance also apply. of the Office. cluations.	in productivity. Employee appraisals and high quality production the requirements of distribution and in compliance and in compliance bugh the implementance with the goal commance in terms of the	awards, and ts and mate government miliar with the with merit tation of the if resolution	rial tal neir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high office complies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discriming lowest organizational level. Priteria for Evaluation: Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are performance is consistent with DMD standards and performance plans/evaluations are in place by November 30. The first progress reviews are conducted by February 28. The second progress reformance appraisals and ratings are completed by October 31.	materials. ck on performance, performance and to produce a safety and health issues, and and human resources decision yment activities, including the performance are prompt responsible. I must be defined at Level 3 performance also apply. of the Office. cluations.	in productivity. Employee appraisals and high quality production the requirements of distribution and in compliance and in compliance bugh the implementance with the goal commance in terms of the	awards, and ts and mate government miliar with the with merit tation of the if resolution	rial tal neir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high office complies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. As afe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discriminative employment program. Employee grievances and allegations of discriminative organizational level. Priteria for Evaluation: Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are performance is consistent with DMD standards and performance plans/evaluation is constantly being developed to meet changing requirements. For efformance plans are in place by November 30. The first progress reviews are conducted by February 28. The second progress reformance appraisals and ratings are completed by October 31. The Population of the progress reviews are conducted by April 30. The Population of the Population Performance Performance Evaluation Automated Reporting System (PEARS) is maintained to Pepartment's CD-431.	materials. ck on performance, performance and to produce and the safety and health issues, and and human resources decision yment activities, including the nation receive a prompt respondent activities are prompt respondent and Level 3 performance and and seviews are conducted by June and usually kent and usually kent and	in productivity. Employee appraisals and high quality production the requirements of a employees are failed and in compliance ough the implementance with the goal commance in terms of the same and	awards, and ts and mate government miliar with the e with merit tation of the of resolution	rial tal neir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high office complies with legal and reporting obligations, the Privacy Act, and other and other suppliers of data to DMD to ensure the confidentiality data. A safe work environment is provided for all employees with an ongoing focus or expective evacuation routes. Equal opportunity and diversity principles are applied to all aspects of program a stem principles. Support is demonstrated for EEO policy and programs in employment employment program. Employee grievances and allegations of discriminative employment program. Employee grievances and allegations of discriminative organizational level. Priteria for Evaluation: Supplemental Standards are required for each element and ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance standards are performance is consistent with DMD standards and performance plans/evaluation is constantly being developed to meet changing requirements. The first progress reviews are conducted by February 28. The second progress reformance appraisals and ratings are completed by October 31. The first progress reviews are conducted by April 30. The Performance Evaluation Automated Reporting System (PEARS) is maintained and other and o	materials. ck on performance, performance and to produce performance and to produce applicable statutes, including the safety and health issues, and and human resources decision yment activities, including the nation receive a prompt respondent activities are prompt respondent as a performance of the Office. Industrial statutes are conducted by June and usually kept current to a serior performance and usually kept current to a serior performance.	in productivity. Employee appraisals and high quality production the requirements of a employees are failed and in compliance ough the implementance with the goal commance in terms of each commance in	awards, and mate government miliar with the with meritation of the fresolution	rial tal neir
Employee performance and recognition is managed through continuous feedba solution of performance deficiencies. Employees are motivated to achieve high d other suppliers of data to DARD.	materials. ck on performance, performance and to produce performance and to produce applicable statutes, including the safety and health issues, and and human resources decision yment activities, including the nation receive a prompt respondent activities are conducted by June and usually kept current to the same not decision and and usually kept current to the same not decision and to perform the same not decision and th	in productivity. Employee appraisals and high quality production the requirements of a employees are failed and in compliance ough the implementance with the goal commance in terms of each commance in	awards, and mate government miliar with the with meritation of the fresolution	rial tal neir at

PERFORMANCE PLAN ANI	DAPPRAISAL RECOR	DD .			
Employee Name:	Date				
Cascaded Organizational Goals	06/01/07	Element No.	_3	of	
Each element must be cascaded from the DOC Strategic Goals. All Goals must be Strategic Goal, then list the Bureau Goal, and the SES Manager Goal to complete the DOC Strategic Goals: Strategic Goal I: Provide the information and tools to maximize U.S. competition industries, workers and consumers Strategic Goal 2: Foster science and technology leadership by protecting intelled measurement science Strategic Goal 3: Observe, protect and manage the Earth's resources to promote measurement Integration Goal: Achieve Organizational and Management Excel Management Integration Goal: Achieve Organizational and Management Excel Bureau Goal: Develop, prototype, test, and integrate new and streamline the American Community Survey, the enhanced MAF/TIGER, and the SES/Organizational Goal: Plan and coordinate the development, managed	ectual-property, enhancing technical environmental stewardship llence	th for American I standards and advan	ncing		
Critical Element and Objective siness Results o provide effective program management and meet outlined goals and obje					_
reighting Factor (The weight for each element should reflect the significance with a reau's organization goals. Weights should not be assigned based on the percentage Enter the weight at element.) Results of Major Activities: Identify results that need to be accomplished in siminimum of 3 and a maximum of 6 measurable results must be listed. Program requirements are developed in accordance with program objection a. Develop and review of requirements; b. Develop and maintain schedules; c. Develop cost estimates and associated budget documents; d. Develop risk documentation and manage risk mitigation strategies; e. Perform change control as necessary. Assigned programs/projects are administered in an effective and efficient Recommendations to improve programs/projects are offered. Program documentation is accurate, thorough, and completed in a timely of Budget allocations are reviewed for each assigned project for FY08 and Formerce, Office of Management and Budget, and Congressional pass-backs Monthly project variances are analyzed and End of Year projections provided.	ves including: manner. Y13 and are revised appropriate.			ent We 35	ig —
iteria for Evaluation: Supplemental Standards are required for each element lity, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance Assigned programs/projects are monitored for effectiveness and changes are echnical advice and guidance is generally accurate. Deadlines associated with assigned programs/projects are usually met, with assigned budget exercises are generally completed accurately and promptly articipation in monthly budget variance reporting is required, when assigned	re recommended that improve op no more than two missed deadli	perations.	nth.	promp	

Employee Name:		AISAL RECO	RD			
of the property of the propert		Date 06/01/07	Element No.	34		
Cascaded Organizational Goals				² 1	of 	_
Each element must be cascaded from the DOC Strategic Goals. All Goals Strategic Goal, then list the Bureau Goal, and the SES Manager Goal to co DOC Strategic Goals:	must be identified for mplete the cascade.	r each element. First, s	select the appropriate I	DOC		_
Strategic Goal 1: Provide the information and tools to maximize U.S. of industries, workers and consumers Strategic Goal 2: Foster science and technology leadership by protection measurement science.	competitiveness and	mable economic	d.c.,			
r sy protoci	ne menecinai-brobei	ty, enhancing technica	In for American I standards and advant	sina		
backegie Goal 3: Observe, protect and manage the Earth's resources to	Dromote environme	atol otania 1 1 1	and advant	-mg		
Management Integration Goal: Achieve Organizational and Manageme	ent Eventlener	ital stewardship				
Bureau Goal: Meet the needs of policymakers, businesses, nonp of the U. S. population, economy, and governments.	Profit organizations	and the public so				
SES/Organizational Goal: Description	· - · g=·········ations,	and the public for cu	rrent and benchmar	k meas	ures	
SES/Organizational Goal: Develop, prototype, test, and integrate the American Community Survey, the enhanced MAF/TIGER,	new and streamline	ed methods for the 2	010 Census taking	advanta	6	
	and the results of C	ensus 2000.	onous, taking	auvanta	ige of	
Critical Element and Objective						
ecure and Continuous Operations						
o support the efforts of the Census Bureau to properly secure and pro- uipment, and to follow proper safety policies and procedures. Veighting Factor (The weight for each plant of the procedure).	otect Title 13 and T	tle 26 data, account	for and properly car	e for as	sione	 -
veighting Factor (The weight for each element should reflect the signific ureau's organization goals. Weights should not be assigned based on the safety.	ance within the frame	work of the Departme	nt's or			
Veighting Factor (The weight for each element should reflect the signification at element.) Results of Major Activities: Identify results that need to be accomplished minimum of 3 and a maximum of 6 measurable results must be listed. Census Act (Title 13) data and other week.	e weight for this election is the support of the	mployee spends working the ment in the adjacent less performance element	ng on Dox.→	Eleme	nt We	ig
Census Act (Title 13) data and other work products containing D			•			
Census Act (Title 13) data and other work products containing Persistential in compliance with the legal and reporting obligations levied during the requirements of governmental and other suppliers of data ta.	onal identifiable Info d by the Census Ac	ormation (PII) are pro t (Title 13), the Priva	operly used, stored, cy Act, and other ap	secureo	and statu	te
ta. suppliers of data	to the Census Bur	eau to ensure the pri	Vacy and confidentis	ality of a	غممالم	
Assigned accountable property is:	to the Census Bur	u.o pi.	vacy and confidents	ainty of c	ollect	ec
Assigned accountable property is in proper working order and availal functioning, damaged, or lost property and that it is made available	to the Census Bun able to support the E	Bureau's mission thro	ough proper care, re	orting	ollect	
Assigned accountable property is in proper working order and availal functioning, damaged, or lost property and that it is made available	to the Census Bun able to support the E	Bureau's mission thro	ough proper care, re	orting	ollect	
Assigned accountable property is:	to the Census Bun able to support the E	Bureau's mission thro	ough proper care, re	orting	ollect	
Assigned accountable property is in proper working order and availal functioning, damaged, or lost property and that it is made available	to the Census Bun able to support the E	Bureau's mission thro	ough proper care, re	orting	ollect	
Assigned accountable property is in proper working order and availal functioning, damaged, or lost property and that it is made available. A safe work environment is maintained by being familiar with primary and health issues to their supervisor.	a to the Census Burnable to support the Efor inventory. y and alternate evaluation	Bureau's mission thro	ough proper care, re	orting	ollect	
Assigned accountable property is in proper working order and availal functioning, damaged, or lost property and that it is made available. A safe work environment is maintained by being familiar with primary ety and health issues to their supervisor. riteria for Evaluation: Supplemental Standards are required for each ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Research	able to support the for inventory. y and alternate evalue element and must be	Bureau's mission thro cuation routes, desig	ough proper care, re	orting	ollect	
Assigned accountable property is in proper working order and available in a safe work environment is maintained by being familiar with primary and health issues to their supervisor. Titeria for Evaluation: Supplemental Standards are required for each ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Perfedetermined by direct observation by the supervisor and/or discussion	able to support the for inventory. y and alternate evaluation and must be formance standards also with customers.	Bureau's mission throcuation routes, designed at Level 3 personapply.	ough proper care, re mated assembly are formance in terms of	porting as, and	repor	tir
Assigned accountable property is in proper working order and available in a safe work environment is maintained by being familiar with primary and health issues to their supervisor. Titeria for Evaluation: Supplemental Standards are required for each ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance of the supervisor and/or discussion work products containing Passes III.	able to support the for inventory. y and alternate evaluation of the formance standards also with customers, so	Bureau's mission thro cuation routes, design defined at Level 3 per so apply. takeholders, and/or	ough proper care, re mated assembly are formance in terms of	porting as, and	repor	tir
Assigned accountable property is in proper working order and available infunctioning, damaged, or lost property and that it is made available. A safe work environment is maintained by being familiar with primary ety and health issues to their supervisor. Titeria for Evaluation: Supplemental Standards are required for each ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performental by direct observation by the supervisor and/or discussion Vork products containing Personal Identifiable Information (PII) are reported promptly, within one (1) hour of discovery, to the Computer of formation Technology (IT) are not formation.	able to support the Reforment and must be commance standards also with customers, so the left unattended of Security Incident Reformed to the commander of the customers of the	Bureau's mission throculation routes, design defined at Level 3 perso apply. takeholders, and/or or unsecured and susesponse Team.	ough proper care, re inated assembly are formance in terms of peers:	porting as, and	repor	tir
Assigned accountable property is in proper working order and available and accountable property and that it is made available and a safe work environment is maintained by being familiar with primary and health issues to their supervisor. Titeria for Evaluation: Supplemental Standards are required for each ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance by direct observation by the supervisor and/or discussion work products containing Personal Identifiable Information (PII) are not reported promptly, within one (1) hour of discovery, to the Computer information Technology (IT) resources are used in accordance with contact and required IT security training is completed by the Censing personal or property is used solely for government purposes, not for personal or property, usually within 2 working days, if it is lost, stolen, or not working	able to support the Efor inventory. y and alternate evaluation of the Eformance standards also as with customers, so security Incident Rurrent Bureau policions Bureau required private use, not dan properly	defined at Level 3 per so apply. takeholders, and/or or unsecured and susesponse Team. es, workstations are deadline.	formance in terms of peers: spected lost or stoles properly secured will be properly secured wil	porting as, and sensit	repor	tir
Assigned accountable property is in proper working order and available in a safe work environment is maintained by being familiar with primary and health issues to their supervisor. Titeria for Evaluation: Supplemental Standards are required for each ality, quantity, timeliness, and/or cost-effectiveness. Attached Generic Performance of the supervisor and/or discussion work products containing Passes III.	element and must be commance standards also swith customers, so security Incident Rurrent Bureau policisus Bureau required private use, not dan properly.	defined at Level 3 per so apply. takeholders, and/or or unsecured and susesponse Team. es, workstations are deadline.	formance in terms of peers: spected lost or stoles properly secured will be properly secured wil	porting as, and sensit	repor	tir

• 1:		PERFORMANC	E SUMMARY RATING		
List	each element in the perfor elements are critical.	mance plan.			
• Ass	ign a rating level for each e	,			
•	(5) Level 5 (highest level of	of performance (1)	-		
Scor	re each element by multiply	Ing the weight by the	vel 4; (3) Level 3; (2) Level 2; (1) L rating level.	evel 1 (unacceptable perfo	(manca)
• After	nm ratings should be consi	dered when you prepar	rating level. e the final summary rating.	r in the politic	mance)
• Rati	ng officials must provide a	ored, compute the total	the final summary rating. point score by adding the individual	al coores	
eien	ieni ratino		"Justification of the summary ratio	g or a written justification	for each
A w	ritten justification is require	ed for any element rate	d below Level 3.	3	ror cacii
					
_	Performance Eleme	ent	Individual Weights	Element Rating	1
Customer Serv	tice.		(Total must equal 100)	(5, 4, 3, 2, 1)	Score
	ince .		25		1
Leadership					0
•			25		0
Business Resu	lts				0
3			35		0
secure and Co	ntinuous Operations				
			15		0
			<u></u>	TO T	0
		DEDECORA	4370-	TOTAL SCORE	0
Level 5	Level 4		ANCE RATING		
470 – 500)	(380 – 469)	Level 3 (290 – 379)	Level 2	Level 1	
		(270 - 379)		(100 – 199)	
Cating Official	s Signature/Title				
				Date	
DDroving Office	cial's Signature/Title		-	ł	
-FF-0 mg Offic	ciai s signature/ i itle			Date	
				Juic	
mployee's Sign	nature (indicates appr	aisal meeting held) F1		
	11	mooning neig	Employee comments att	ached? Date	
			□Yes □N	Jo	
		PERFORMANC	E RECOGNITION		
Parforman					
QSI (Level 5 R	ward \$(%) Appropr	iation Code		
COL (DOVOL) K			————————————		
	Signature/Title			Date	
	Signature/Title			Į.	
	Signature/Title				
ating Official's					
ating Official's	Signature/Title			P	
ating Official's				Date	